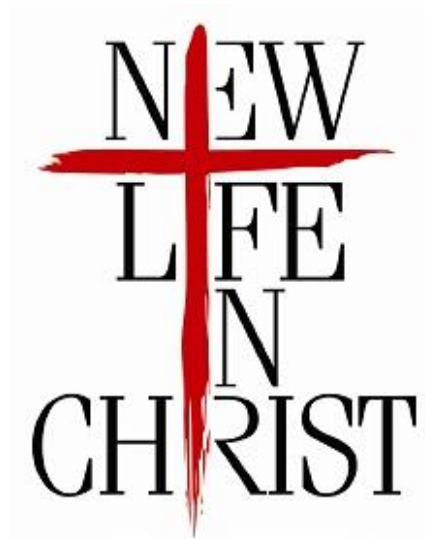


# New Life in Christ- “20/20 Vision

*Ongoing Ministry Action Plan January 2020, v.1.0*



## New Life in Christ

In the next phase of Christ's journey with NLIC for 2020, we feel compelled by the grace of Jesus to grow in becoming a Healthy Church that is internally strong and outwardly focused. We will develop our Faith, Hope and Love Venues under the dictates of the Great Commandment (Matt 22:36-39) and Great Commission (Matt. 28:19-20), while equipping our members in advancing discipleship, evangelism and leadership to "reach unity in the faith" and "becoming mature" striving for "the whole measure of the fullness of Christ" (Eph 4:11-13). We are mindful in the process to build a "culture of empowerment and opportunity" in the leadership of the Holy Spirit.

*The Advisory/Vision Committee of New Life has worked through a vision process to discern where God is leading the congregation in the next phase of our journey based on an amazing foundation and history. The process led to working congregational mission and vision statements.*

## Our Mission

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We believe in the five purposes of the Church as given in the Great Commandment and in the Great Commission: Worship, Fellowship, Evangelism, Discipleship, and Ministry. In order to effectively love God, love each other, and love humanity our mission is to spiritually and physically nurture, encourage, and equip all believers to faithful servants and ministers of Jesus Christ in their daily lives and reach out to help people experience the unsurpassing and unfailing love and peace of Jesus Christ and the hope Father, Son, and Holy Spirit brings the world.

## Our Vision

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(Belong, Become) At New Life in Christ, it is our desire to be obedient to the commands of Jesus by being a place to **belong** (inviting, welcoming, and compassionate to anyone no matter where they are on their spiritual journey) and a place to **become** (equipping everyone to become all that God wants them to be – fully engaged in the mission of Jesus Christ.)

## Ministry Action Plan-Venues Grid

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We seek to join Christ in building an unstoppable movement of the presence of the Triune God in our congregation and community. We affirm that we are part of Christ's plan to transform members and communities. Therefore, we align our priorities and plans accordingly in radical surrender to Christ and each other to allow the Holy Spirit to continue to dramatically transform our culture and community. The following planning grid, based on the three venues, reflect the priorities of spiritual formation and transformation while serving others. After that is a grid of faith goals and work goals based on TCAT statements.

## MAP Venues

<b>LOVE VENUE</b> <i>Incarnational connection through community outreach</i> <b>Co-lead(s): Florence Emerole, Ruthann Phillips, Patricia Austin, Roy Ramkissoon (Elder: Browne)</b>	<b>HOPE VENUE</b> <i>Inclusive gatherings paired within an inspirational Sunday service.</i> <b>Co-lead(s): Ruthann Phillips, Nancy Patilano, (Elders: Browne and Hills)</b>	<b>FAITH VENUE</b> <i>Intentional discipleship through small groups and other focused groups.</i> <b>Co-lead(s): Ruthann Phillips, Florence Emerole, Patricia Austin (Elders: Browne and Hills)</b>
<p><b>Love:</b> engage community with tangible acts reflect the love of God involving well-developed &amp; balanced venues for deeper relationship with Christ and one-another.</p> <p><i>"If our church did not exist, our community would miss us."</i></p>	<p><b>Hope:</b> inspire and bring hope to the congregation on Sunday morning, clearly reflecting purpose for when and why we meet – to commune with Jesus.</p> <p><i>"A sense of anticipation and expectancy surrounds our worship services."</i></p>	<p><b>Faith:</b> the calling on the ministry to create spaces where disciple-making and spiritual growth can be nurtured.</p> <p><i>"Discover God Daily"</i></p>
<p>1. Serving/loving the community with a purpose. <b>Plan outreach events</b> with an intentional connection back to the life of the church. [Austin, Emerole, Phillips]</p> <p><i>Early 2020/Quarterly-"Open House" Dates [Start Jan] Lent outreach-community spiritual formation [March] Prayer Breakfast-[April] Back to School-[September] Christmas Family Day-[December]</i></p> <p>2. <b>Identify a target community</b> and focus your outreach to groups within the community. Match the gifts/resources of the congregation with the context/needs of the community.</p> <p><i>Exegete community using Rapid Community Assessment and ReFocus (Start Jan 2020) (Ramkissoon) Identify key leaders, businesses, residents Identify life-transition ministries for community</i></p> <p><b>Reach out</b> to relevant community organizes including churches, schools, law enforcement, political leaders, non-profits; <b>establish partnerships</b>  <u><b>River Fund, Men's Shelter (Emerole, Phillips)</b></u></p> <p>3. <b>Align vision and church programming.</b> Reflect, do our church events reflect our values and advance our shared vision? (Austin, ongoing)</p> <p><i>We have been working primarily with a focus on young families to match our gifting and aligning and programming accordingly.</i></p> <p><u><b>4. Summer Camp- Begin planning for urban summer camp for 2021</b></u></p>	<p>1-2. Inspirational/relevant preaching and worship: (Emphasis on incarnational grace)  <b>Development of speakers/worship leaders</b>  <i>Monthly planning meetings Maintain worship discipline Identify primary worship leader Set dates for quarterly training. ...Pastor sets tone during week for Sunday (Jan)</i></p> <p>3. Intentionally welcoming: <b>well-coordinated ministries</b> and programs with clear next steps to discipleship. (Phillips)</p> <p><i>-Development of Greeters (January) -Pathway for new member assimilation/retention (Spring 2020) -Create list of potential ministries and roles and present to members and community (Job Fair-Feb. 2020)</i></p> <p>5.  <u>Other 2020 Objectives</u></p> <ul style="list-style-type: none"> <li>- Thorough analysis of <b>facility upgrades/modifications</b> (especially for Sunday School) (Winter 2020)</li> <li>- Scout for possible <b>relocation</b>, set minimum requirements (start Spring 2020)</li> <li>- Consider weekly communion</li> <li>- Revamped website: <b>gcinyc.org</b> (done) w/online services/messages (Feb.)</li> <li>- Recruit musicians and tech support from comm.</li> </ul>	<p>1. A space for <b>relationship building and spiritual growth.*</b> (This will need to be the NLIC backbone.)</p> <p>2. Enhance culture of prayer-organize prayer time before services and during week (started Jan. 2020)</p> <p>3. Smaller gatherings where bonding can occur and <b>life on life discipleship happens.</b>  <i>[1-2] Create programming on worship day to enhance this value (Now).*A persistent issue in this MAP is a difficulty in meeting outside of the worship day and challenges in consistency of attendance.  - Use website, social media (started Jan.)  - Train (min. 3) small group leaders  - We Believe curriculum (ongoing)  - FaithTalk small group curriculum (TBD)</i></p> <p>4. <b>Leadership Development process</b> ("missional community" of leaders (Pastor)  <i>- 5 voices/CORE training (begun Aug. 2019)  - Next phase of training for Lent 2020  - Weekly leadership interaction (begun Jan)</i></p> <p>5. Support ongoing Women's Ministry (Austin)</p> <p>6. <b>Disciplemaking Pathway- (by Easter)</b> formal (congregational) (Pastor, elders, Emerole, Phillips)</p> <p>7. Family based Youth Ministry – Planning in conjunction with Youth Ministry [Dates: by Easter] (Emerole, Phillips)</p>

# Faith Goals and Work Goals (based on TCAT)

## (primary statements in red)

### Worship

FG **A sense of anticipation and expectancy surrounds our worship services.**

WG Our church provides resources, training, or tools for people to pursue Christ outside of our worship services.

FG/WG Our church members often bring friends with them to our worship services.

(Build culture of inviting-WG)

### Community

FG Small groups are very important at our church.

WG Our church leadership is personally involved in a small group.

FG People in our church have a strong sense of ownership of our church.

WG We celebrate and highlight volunteers who serve.

(Enhance communication and small gatherings-WG)

### Mission

WG Our church intentionally provides service opportunities for our people to be engaged with the unchurched

WG When our church serves in the local city or community, we look for opportunities to share the message of Christ

FG/WG Our church's members understand the importance of sharing their faith story with friends.

FG If our church did not exist, our local city or community would miss us.

### Vibrant Leadership

WG People in our church are energized by what we are doing.

FG Our church leadership has given us a clear direction for the future.

WG Our church has a system in place to raise up future leaders.

FG Our people understand how their individual roles help accomplish the vision of our church.

### Prayerful Dependence

FG Our church depends on prayer for its effectiveness.

WG Our church teaches people how to pray in their daily lives.

FG/WG People in our local city or community often ask our church to pray for them.

### Relational Intentionality

WG Our church has a clearly defined discipleship process for moving a person from salvation to spiritual growth to significant ministry.

WG Our church constantly challenges people to take the next step in the discipleship process.

WG There is a clear path for someone to follow at our church to get plugged into a small group.

WG Our church intentionally utilizes communication pieces (bulletin, website, etc) to help people make a next step in our discipleship process.

FG/WG There is a culture of inviting at our church, where people are constantly invited by others to get connected

WG Our church leaders coach people who are placed in significant ministry positions.

### Missionary Mentality

WG Everything we do is intentionally stated in the language and culture of the people we are trying to reach.

FG/WG Our church believes that as the cultural context around us changes, new opportunities to engage people outside the church must be considered.

WG The needs of our city or local community inform our local missions strategy.

FG/WG Our local city or community benefits in tangible ways because we exist as a church.

FG/WG Our church leadership understands the cultural context surrounding our church.

Our church members are frequently reminded about the unique opportunities to impact those who live in our community

# Core Values

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## Understanding Values

*A value is a deeply held idea or internal motivation that shapes our understanding of ourselves, our relationships, and the world. Values act as guiding principles for our life and NLIC.*

*Understanding our defining values is vital, as those same values will be imprinted upon the faith community. Values answer the question “Why?” question of our lives. Once you understand your values you will not be thrown off guard when somebody asks you why we minister in a specific way (and they inevitably will if they haven’t already). This internal motivation drives how we work and what we produce.*

- a. Christ-centered/Grace-oriented/Spirit-led**
- b. Prayer-reliant**
- c. Bible-faithful**
- d. Ministry of all believers**
- e. Accountability/Stewardship**
- f. Worship and Praise**
- g. Evangelism**
- h. Discipleship**
- i. Equipping**
- j. Families/Youth**
- k. Authentic Church Community (Unity and Care)**
- l. Local Community (Outreach and Mission)**
- m. Growth and Multiplication**

TOP 5 VALUES (from your perspective):

1. The Grace of Jesus Christ is our guiding ethos.
2. Everything we do is undergirded with prayer.
3. The Bible is our foundational document
4. “All Are Included:”
5. Advancing the transformative power of the Trinitarian gospel by the multiplication of disciples, leaders and venues.



<p><b><u>Strengths:</u></b></p> <p>As identified in Transformational Church Assessment Tool (TCAT):</p> <ul style="list-style-type: none"> <li>Prayerful dependence</li> <li>Vibrant leadership</li> <li>Worship</li> </ul> <p><i>As identified in congregational survey and other feedback:</i></p> <ul style="list-style-type: none"> <li>Emphasis on grace</li> <li>Individual devotion and spiritual growth</li> <li>Corporate prayer</li> <li>Faithful core of members</li> <li>Bible literacy; commitment to the Word</li> <li>Overall unity and diversity of members</li> <li>Caring and experienced leadership</li> <li>Culture of serving</li> <li>Outreach events</li> <li>Members' generosity</li> <li>Youth Sunday School</li> <li>Women's Ministry</li> <li>Organized, inspiring worship services</li> <li>Strong stewardship of finances</li> </ul>	<p><b><u>Weaknesses:</u></b></p> <p>TCAT: Missionary Mentality (pathway to connect to congregation)</p> <ul style="list-style-type: none"> <li>Relational intentionality (platforms in congregation)</li> <li>Mission-concrete process to invite and connect</li> <li>Reaching unchurched</li> <li>Lack of inviting</li> <li>Distance to facility; difficult to plan mid-week</li> <li>Outreach follow-up</li> <li>Attrition in attendance, leadership and income</li> <li>Need formal assimilation process; discipleship pathway; equipping process; leadership development; succession planning</li> <li>Growth in 20s-40s demographic; young adult ministry; retention of young adults</li> <li>Counseling ministry</li> <li>Facility challenges</li> <li>Few members in Richmond Hill</li> <li>Community awareness and engagement</li> <li>Community partnerships</li> <li>"Brand" marketing</li> <li>Technical aptitude</li> <li>Greeting ministry</li> <li>Small groups</li> <li>Primary worship leader</li> </ul>
<p><b><u>Opportunities:</u></b></p> <ul style="list-style-type: none"> <li>Strong community demographic opportunities (Multi-ethnic, young families) for target group identification</li> <li>Denominational support</li> <li>Emerging young adults*</li> <li>Renewed energy in certain ministries</li> <li>New fundraising possibilities</li> <li>Spiritual disciplines</li> <li>Social media</li> <li>Counseling opportunities</li> <li>First responders</li> <li>Community boards; local leaders</li> <li>Local hospitals</li> <li>Community service</li> <li>Exegete community, build evangelism platforms</li> <li>Prayer in the community</li> <li>Live music</li> </ul>	<p><b><u>Threats:</u></b></p> <ul style="list-style-type: none"> <li>Commuter demographic , distance to travel</li> <li>DNA of inward focus</li> <li>New members typically give at lower levels</li> <li>NYC real estate costs</li> <li>Clashing worldviews in congregation</li> <li>Facility challenges</li> <li>Widening generation gap</li> </ul>

## Senior Pastor Summary

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God has built an amazing congregation, with devoted members, who worship in unity, contribute to valuable ministries, and seek to advance the Kingdom. Using this foundation and recognizing our journey with Jesus so far, we seek to respond to the Spirit's perpetual call to align and adjust all we do with God's mission and vision for the congregation. This call is reflected in the core values, mission, vision, and strategy for the congregation.

## Senior Pastor Mission

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Our congregation joins God's mission of sharing the gospel and making disciples. Those disciples become more like Jesus, and the church thus acts as the body of Christ transforming their communities and the world for the kingdom of God.

## Senior Pastor Vision

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Presently, we strive to follow the Spirit's leadership in fulfilling our mandate as a congregation of spiritual formation and growth with our Great Commission disciple-making mandate by focusing more intentionally and relationally in nurturing and equipping members to: a) further develop spiritually; b) faithfully serve the congregation; c) identify and develop leaders; and d) sending forth disciples to meet and grow Christ's harvest. This will involve a profound review and readjustment of our leadership, worship, and outreach paradigms.

## Statement of Accountability

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### **Pastoral Accountability: [becoming a more transformational leader]**

The Senior Pastor will be accountable for fervently explaining and implementing a clear vision and strategy through deliberate prayer and collaboration. The main vehicle of advancing the vision will be mobilizing members in Christ's will through intentional incarnational prayerful relationships. He will seek a regular prayer and accountability relationship with elders and key leaders to help ensure congregational objectives are being addressed in a timely, incarnational manner, through more consistent collaboration, planning, and member development. He should set the atmosphere of God's power, expectation, shepherding, discipleship, multiplication, and accountability. The pastor should further align his life and priorities in accordance with the Spirit.